



## Arkansas Business Employment Summit

### “Inclusion Works and Improves Your Business Bottom Line”

## Agenda

**Monday, October 17, 2016**

9:15 a.m. - 9:55 a.m.	<p><b>Registration</b></p>
10:00 a.m. - 10:10 a.m.	<p><b>Welcome and Opening Remarks</b> Rodney Chandler, Director of Business Relations, Arkansas Rehabilitation Services</p> <p><b>Video</b> Alan McClain, Commissioner, Arkansas Rehabilitation Services</p>
10:10 a.m. – 10:45 a.m.	<p><b>Morning Keynote Speaker</b> Randy Lewis, Founder and President of the Nogwog Fund. Retired Senior Vice President of Walgreens, “Business Case for Hiring People with Abilities”</p> <p style="text-align: center;">847 245 5110</p>
10:50 a.m. – 11:20 a.m.	<p><b>Panel Discussion I</b> <b>Moving Beyond Diversity to Active Inclusion</b> <b>Presenters:</b> Russell Shaffer, Senior Manager – Global Culture, Diversity &amp; Inclusion Communications, Walmart Rashad Delph, Talent Acquisition Resources, Tyson Foods Description: Changing the business culture is multi-faceted: Panelists will explore strategies and actions to secure a long-term commitment needed for business culture change</p>
11:20 a.m. – 11:30 a.m.	Break
11:30 a.m. – 12 noon	<p><b>Panel Discussion II</b> <b>Unconscious Biases:</b> <b>Presenters:</b> LaTricia Hill-Chandler, Senior Manager – Global Culture, Diversity &amp; Inclusion, Walmart Mark Jostad, Director of HR Compliance, JB Hunt Description: What is Unconscious Biases and how does it impact everyday decisions? Understanding how it influences our decisions is important to advancing a culture of inclusion. Panelists will provide a safe place to ask questions, receive candid responses and focus on exploring and managing unspoken and unrealized fears and misconceptions.</p>

*Marriott Hotel, 3 State House Plaza, Little Rock, AR*

12:05 p.m. – 12:20 p.m.	<b>Lunch</b> <b>Remarks:</b> Lt. Governor Tim Griffin, Reading of the Proclamation
12:25 p.m. – 12:45 p.m.	<b>Keynote Speaker:</b> James Ashworth, Managing Director Customer Support, Southwest Airlines
12:45 p.m. – 1:00 p.m.	<b>Leadership Awards and Recognition</b>
1:05 p.m. – 1:25 p.m.	<b>Business Leadership Network</b> Rob Hoffman – Greater Kansas City BLN Affiliate, Executive Director
1:30 p.m. – 1:50 p.m.	<b>Breakout Session : Access &amp; Accommodations</b> <b>Presenter:</b> Linda Morgan, Associate Commissioner of Access & Accommodations, Arkansas Rehabilitation Services  <b>Breakout Session: Sensitivity &amp; Disability Etiquette</b> <b>Presenter:</b> Ashley Cross, Corporate Business Relations Manager, Arkansas Rehabilitation Services
1:50 p.m. – 2:00 p.m.	Break
2:00 p.m. – 2:10 p.m.	<b>General Session:</b> Bringing It All Together
2:10 p.m. – 2:30 p.m.	<b>Questions &amp; Answers</b>
	<b>Final Remarks</b>

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## Presenters



**Randy Lewis** is the Founder and President of the Nogwog Fund, an Illinois not-for-profit corporation. He launched the Nogwog Disability Initiative to assist businesses and communities in developing and launching disability-hiring initiatives that result in a more inclusive and effective workforce for business, improve the well-being of the community, and have a positive impact on all those involved, with and without disabilities. Randy pioneered this model at Walgreens from which he retired in 2013 after 16 years as Senior Vice President of Logistics and Supply Chain. He is the author of *No Greatness Without Goodness* which was named by Fast Company as one of its "10 New Books You Need To Read This Year."

**Russell Shaffer** is currently Senior Manager – Global Culture, Diversity and Inclusion Communications for Walmart Stores, Inc., and has responsibility for executive communication and messaging strategy related to the company's global culture, diversity and inclusion initiatives. He currently serves as Chair for Walmart's Advocates for Disability Awareness and Education (ADAЕ) resource group. His service extends to positions on the United States Business Leadership Network's (USBLN) Corporate Advisory Board, the Disability Equality Index (DEI) Advisory Committee and the National Council on Independent Living's (NCIL) Corporate Development Council. The American Foundation for the Blind (AFB) named Russell its 2015 Stephen Garff Marriott award recipient.



**Rashad Delph** leads enterprise-wide Talent and Global Mobility. He serves on the University of Arkansas Sam M. Walton College of Business Dean's Alumni Advisory Council, the Vice Provost Alumni Advisory Council, and the North Carolina A&T State University Agricultural External Advisory Board. Rashad has been featured as one of the top 15 young rising professionals by the Northwest Arkansas Business Journal's inaugural class of FAST 15 honorees. He was also featured on the cover and in an article for Equal Opportunity Magazine regarding the importance of recruitment in the food and beverage industry and also has been awarded the Young Alumni Award from the University of Arkansas Black Alumni Society.

**LaTricia Hill-Chandler** is a Senior Manager in the Global Culture Diversity and Inclusion Office at Walmart, where she is responsible for leading the new Good Faith Efforts program, an organization-wide diversity initiative focused on increasing awareness through education and training in Inclusive Behavior Leadership for Walmart's leaders and associates. LaTricia also provides Unconscious Bias Training throughout various divisions of Walmart and Sam's Club. LaTricia's background is vast, including providing Diversity and Inclusion training to 25 military officers at the Pentagon and as Director for Diversity and Inclusion and Community Relations for Veolia North America.



**Mark Jostad** joined J.B. Hunt Transport, Inc., in 2008 as the Director of HR Compliance. His department is responsible for all EEO and DOL Compliance matters for the enterprise. Prior to joining J.B. Hunt, Mark was with Tyson Foods for 18 years and served in various compliance roles.

**James Ashworth** is the Managing Director of Operations for Southwest Airlines Customer Support and Services (CS&S). In 2000, James was diagnosed with an eye condition akin to Macular Degeneration. Through his efforts to support Community Growth, James partnered with the Georgia Department of Labor (DOL) to hire and train visually impaired Customer Care Representatives. Additionally, James volunteered with the Employer Resource Group, which helps to promote the hiring of Center for the Visually Impaired (CVI) graduates to work for other employers in the Metro Atlanta area. He has partnered with the US Business Leadership Network (USBLN) to create a Dallas affiliate of local area businesses that will educate the community about disability inclusion in the workplace.



**Rob Hoffman** is Executive Director of the Greater Kansas City Business Leadership Network, where he oversees the organization's efforts to support businesses to drive success through effective disability inclusion practices. Rob is a nationally-recognized trainer and consultant on disability employment strategies. His work focuses on building capacities within businesses and organizations to promote and benefit from a diverse workforce, including people with disabilities. A recognized leader in the field of disability inclusion, Rob has served on numerous boards for national and state organizations.